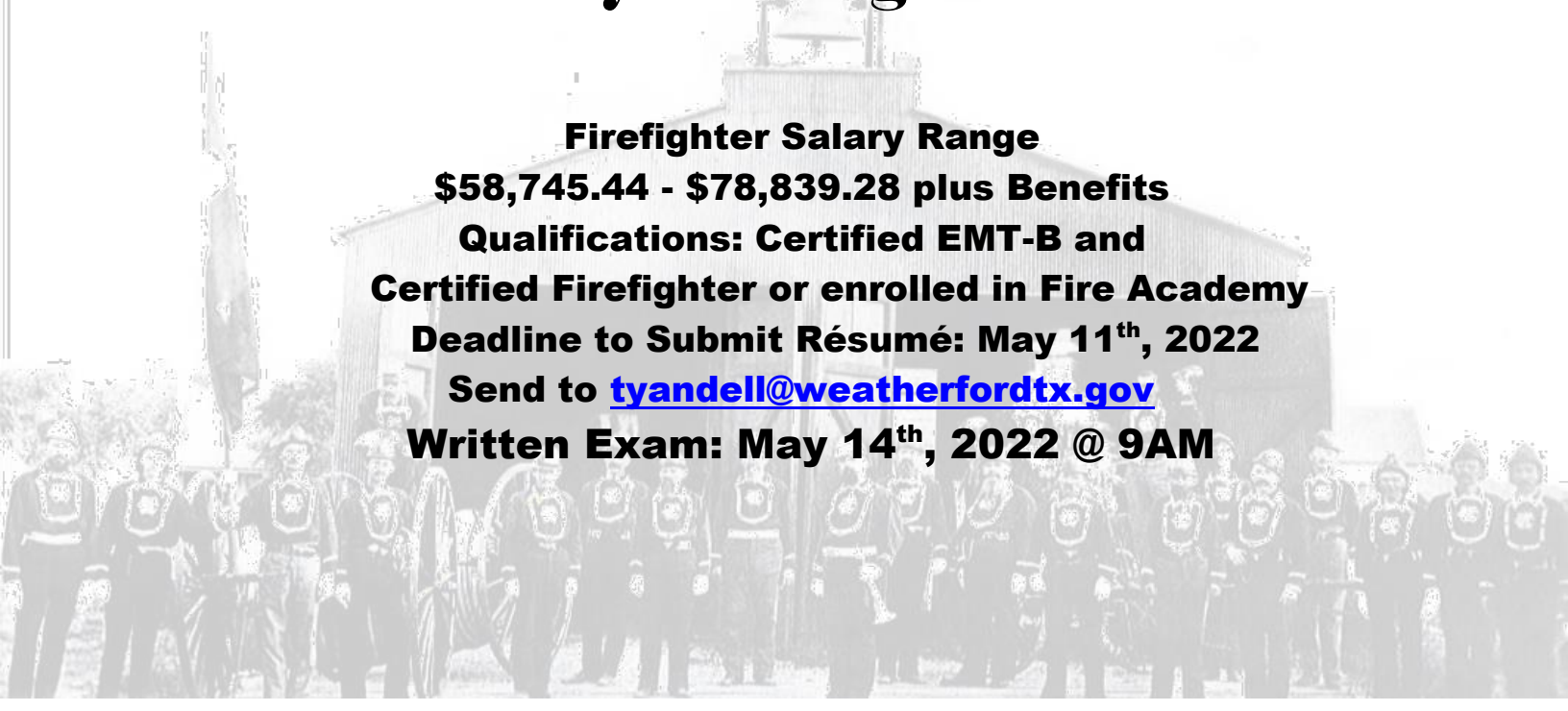




# Probationary Firefighter Selection

**Firefighter Salary Range**  
**\$58,745.44 - \$78,839.28 plus Benefits**  
**Qualifications: Certified EMT-B and**  
**Certified Firefighter or enrolled in Fire Academy**  
**Deadline to Submit Résumé: May 11<sup>th</sup>, 2022**  
**Send to [tyandell@weatherfordtx.gov](mailto:tyandell@weatherfordtx.gov)**  
**Written Exam: May 14<sup>th</sup>, 2022 @ 9AM**



## **ESSENTIAL JOB FUNCTIONS:**

**Note:** The below statements are intended to describe the general nature and level of work being performed by the person assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, skills, and physical demands required of personnel so classified.

- Responds to fire alarms, emergency medical service calls and other emergency calls.
- Performs firefighting operations including deploying and operating hoses, pumping apparatus, directing water streams or other chemicals, and raising and climbing unsupported ladders including ground and aerial of up to 105 feet.
- Performs search and rescue for trapped or injured persons to include swift water rescue work.
- Administers first aid and emergency medical services to injured persons to level authorized by Emergency Medical Technician or Paramedic certification.
- Communicates with dispatch and command staff through the use of specialized communication equipment such as two-way radio system, data link in stations to administration, and dispatch.
- Works shift schedules including weekends, holidays and extended hours in emergency, disaster or other situations influenced by workload or staffing difficulties.
- Runs, walks, stoops, bends, crawls, rolls, climbs, jumps, lifts, carries, drags, and operates assigned equipment, vehicles while performing fire prevention and suppression duties.
- With assistance, advances charged and flowing fire hoses discharging up to 250 gpm at 100 psi spray or fog or 50 psi straight bore tip pressure.
- With assistance, places patients on an ambulance stretcher, lifts stretcher, may carry stretcher some distance, including up/downstairs, and over rough terrain, places in ambulance with assistance of other personnel.
- Cleans and maintains station facilities, grounds, equipment, and apparatus.
- Establishes and maintains cooperative working relationships.
- Tactfully responds to requests and inquiries from the general public, other department personnel, and other City departments.
- Communicates clearly and concisely, both orally and in writing.
- Resolves a variety of situations characterized by conflict or danger.
- May perform duties of higher classification in an acting capacity as needed.
- Participates on department committees and attends staff meetings as required.
- Assists in providing public fire education.
- Provides fire station tours; presents information to students at local schools.
- Assists in developing and presenting a variety of training programs relative to fire suppression, prevention, operations and hazardous materials handling.
- Must learn streets, routes, and target hazards within the City of Weatherford and surrounding areas to improve response times.
- Operates departmental computer equipment to review records, inquire about activities and programs and input various data.
- Assists with fire investigations as assigned.
- Attends scheduled training to maintain minimum required certification through continuing education as required by the Texas Commission on Fire Protection and Texas Department of State Health Services.
- Performs related duties as assigned.

**EQUIPMENT:**

- Operates numerous types of rescue, salvage, emergency, and fire suppression equipment, including vehicles, hydraulic powered spreaders, cutters, rams, come-a-long, air chisel, air bags, ropes, and pulleys.
- Operates firefighter hand tools including nozzle, ax, pry bar, fire hose, and ground ladders; common hand tools include wrenches, screwdrivers, and hammers.
- Operates power tools including exhaust fans, chain saws, generators, and air compressors.
- Operates departmental computer equipment to input and extract.
- May be exposed to harsh weather, poor or no lighting, exposure to hazardous chemicals, fire and smoke, extremes in temperature, electrical hazards, confined or high workplaces, dangerous animals, extreme noise, traffic, and natural and manmade disasters.
- Works in areas where movement is restricted such as rescue from wrecked automobiles, underground excavations, structure collapse, etc.
- Listens for victims at fire and accident scenes, communications from other firefighters, superiors, etc.
- Wears full protective clothing and self-contained breathing apparatus and must function fully in this limiting and heavy attire.
- May be exposed to human body fluids, infectious disease, victims of fire and accident scenes, bodies recovered from fire and accident scenes, etc.
- Interprets and explains city and department policies and procedures for public.
- Works under stress and uses good judgment in emergency situations.
- Works safely without presenting a direct threat to self or others.

**TRAINING, KNOWLEDGE, SKILLS AND CERTIFICATION:**

- Knowledge of fire suppression and prevention principles and practices, and emergency medical services.
- Knowledge of specialized communication equipment.
- Knowledge of safe work practices and procedures.
- Knowledge of operational characteristics, services, and activities of a comprehensive fire suppression program.
- Knowledge of technical aspects of fire prevention and suppression including operation of fire hydrants, use of ladders, use of water and various chemicals to suppress fire, salvage, and rescue operations.
- Knowledge of fire apparatus operations practices and principles.
- Knowledge of procedures and techniques involved in responding to and handling incidents involving hazardous materials.
- Knowledge of pertinent Federal, State, and local codes and regulations.
- Knowledge of the National Incident Management System.
- Exercises sound judgment and rational thinking under dangerous circumstances.
- Evaluates various options and alternatives and chooses an appropriate and reasonable course of action.
- Working knowledge of chemistry and hazardous materials.
- Skill in calculating engine pressures and friction losses of fire hose using mathematics and physics.
- Skill in operating two-way radio equipment.
- Must maintain necessary physical condition to carry out all essential functions of rank/assignment.
- Must obtain any and all certifications for all possible assignments and subsequently perform all essential functions of an assignment when assigned.

## **MINIMUM EDUCATION AND CERTIFICATION REQUIREMENTS:**

- Citizen of the United States
- High School diploma or equivalent
- Eighteen years of age or older
- Currently hold the following certification:
  - EMT-B, EMT-A, or Paramedic by the Texas Department of State Health Services (DSHS)
    - ✓ Individuals holding a National Registry certification that will allow for reciprocity with DSHS will be allowed to test. Click the following link for specifics on reciprocity: <http://dshs.texas.gov/emtraumasystems/stdrecip.shtm>
- Currently hold or be enrolled in an approved course to obtain:
  - Certified Firefighter with the Texas Commission on Fire Protection (TCFP)
    - ✓ Individuals holding IFSAC or ProBoard certifications that will allow for reciprocity with TCFP will be allowed to test. Click the following link for specifics on reciprocity: <https://www.tcfp.texas.gov/services/transferring-to-texas>
    - ✓ If not completed with the fire academy, Candidate must have and submit a letter of good standing from their fire academy or college at the time their résumé is submitted.
    - ✓ Candidate must have successfully completed their approved fire course and received their TCFP Basic Firefighter Certification before the hire date to be eligible to be extended a conditional job offer.
- Within the first year of employment, must have a Class “B” Exempt Texas driver’s license and maintain a driving record that meets or surpasses guidelines as set forth by the City of Weatherford’s Personnel Policies.

### **Preferred Certification and Education:**

- A Bachelor’s Degree from a regionally accredited college or university.
- An Associate Degree from a regionally accredited college or university with at least 18 hours in Fire Protection Technology, Fire Science, Fire Administration, Emergency Medical Services, or Emergency Management.
- EMT-Paramedic certification as issued by the Texas Department of State Health Services.
- Advanced - EMT certification as issued by the Texas Department of State Health Services.

### **CRIMINAL HISTORY AND MOTOR VEHICLE REVIEW REQUIREMENTS:**

Comprehensive background investigations are conducted to establish evidence of good moral character, well-adjusted personality and a pattern of conduct and behaviors acceptable to the Weatherford Fire Department specifically:

- Must not have charges pending, have admitted guilt, or been found guilty, including Deferred Adjudication, of committing a Felony or Class A Misdemeanor.
- Must not have any Class B Misdemeanor convictions within the last seven years. This includes DWIs, DUIs and DUIDs.
- Must not have any convictions for family violence offenses.
- Must have a good driving record – disqualifiers include:
  - Three or more moving violation convictions in two years,
  - Two or more at fault motor vehicle accidents in a three-year period.

### **SALARY AND BENEFITS:**

The current base salary range for Firefighter is \$58,745.44 to \$78,839.28. Additionally, the City of Weatherford offers the following:

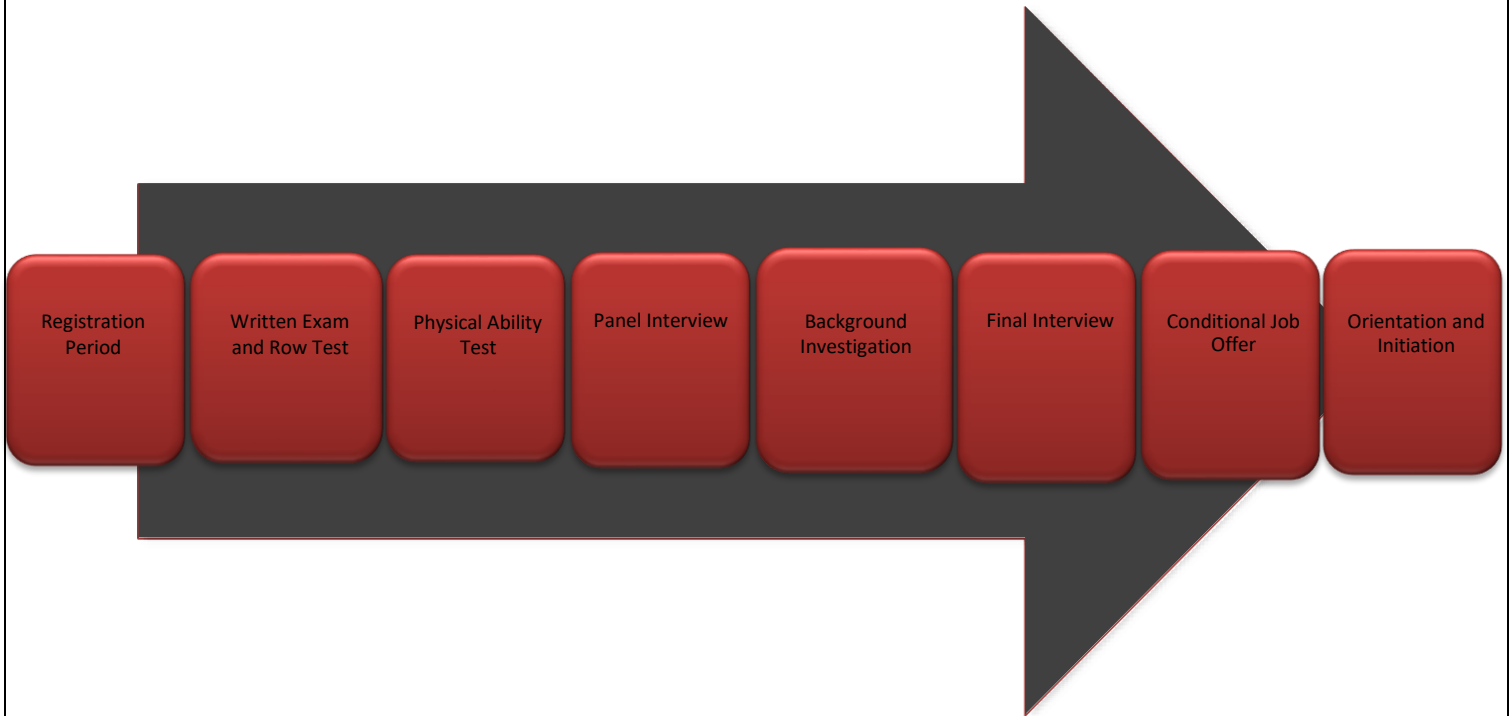
- Certification Pay
  - Paramedic \$150/month
  - TCFP Intermediate FF \$50/month
  - TCFP Advanced FF \$75/month
  - TCFP Master FF \$100/month
- Longevity Pay (\$4/month after 1<sup>st</sup> year)
- Medical, Dental and Vision Insurance
- Retirement Plan (TMRS 2:1 match)
- Flexible Spending Account
- Deferred Compensation 457k
- Paid Time Off

## MEDICAL AND PHYSICAL REQUIREMENTS:

To be eligible for employment as a firefighter, you must meet the medical requirements of the current edition of NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments. The table below identifies some of the applicable conditions that might interfere with one's ability to safely perform essential job functions.

<b>General</b>	<ol style="list-style-type: none"><li>1) Any condition preventing use of firefighter protective clothing and SCBA.</li><li>2) Active tuberculosis or other air-transmissible infectious disease.</li><li>3) Any disease or injury that causes or may cause syncope or altered level of consciousness.</li></ol>
<b>Eyes &amp; Vision</b>	<ol style="list-style-type: none"><li>1) Far visual acuity less than 20/40, corrected with contact lenses or glass; or far visual acuity less than 20/100 uncorrected.</li><li>2) Color perception – monochromatic vision resulting in inability to use imaging devices such as thermal imaging cameras.</li><li>3) Any eye condition that results in the candidate not being able to safely perform one or more of the essential job functions.</li></ol>
<b>Ears &amp; Hearing</b>	<ol style="list-style-type: none"><li>1) Chronic vertigo or impaired balance.</li><li>2) Hearing loss in the unaided better ear greater than 40 dB at 500 Hz, 1000 Hz, 2000 Hz and 3000 Hz.</li><li>3) Any ear condition or hearing impairment that results in the candidate not being able to safely perform one or more of the essential job functions.</li></ol>
<b>Heart</b>	<ol style="list-style-type: none"><li>1) Coronary artery disease, including history or myocardial infarction, angina pectoris, coronary artery bypass surgery, coronary angioplasty, and similar procedures.</li><li>2) Cardiomyopathy or congestive heart failure, including signs or symptoms of compromised left or right ventricular function, including dyspnea, S3 gallop, peripheral edema, enlarged ventricle, abnormal ejection fraction, and/or inability to increase cardiac output with exercise.</li><li>3) Any cardiac condition that results in the candidate not being able to safely perform one or more of the essential job functions.</li></ol>
<b>Spine &amp; Axial Skeleton</b>	<ol style="list-style-type: none"><li>1) Scoliosis of thoracic or lumbar spine with angle greater than or equal to 40 degrees.</li><li>2) History of spinal surgery involving fusion of two or more vertebrae, or rods that are still in place.</li><li>3) Any spinal or skeletal condition that results in the candidate not being able to safely perform one or more of the essential job functions.</li></ol>
<b>Neurological Disorders</b>	<ol style="list-style-type: none"><li>1) All epileptic conditions including simple partial, complex partial, generalized, and psychomotor seizure disorders – a candidate with epileptic conditions shall have had complete control during the previous 5 years.</li><li>2) Hemi-paralysis or paralysis of a limb.</li><li>3) Any neurological condition that results in the candidate not being able to safely perform one or more of the essential job functions.</li></ol>

## SELECTION PROCESS OVERVIEW:



### REGISTRATION PERIOD

The selection process begins with a registration period. Interested candidates who currently meet the minimum age, education and certification requirements must submit a résumé to serve as their “registration.” Additionally, applicants should review the criminal history, motor vehicle review, and medical/physical requirement to ensure that they qualify as an eligible candidate for employment.

- The registration period closes at 4pm on May 11<sup>th</sup>, 2022.
- Candidate must submit a résumé to [tyandell@weatherfordtx.gov](mailto:tyandell@weatherfordtx.gov) to register for the exam.
- Candidate must submit a copy of their DD214 for military points consideration.
- Candidate must submit a copy of their EMS certification for EMS points consideration.
- Candidates approved to take the written exam will receive an emailed invite with further details.

### WRITTEN EXAM

- The written exam will be held on Saturday, May 14<sup>th</sup>, 2022 at 9:00 AM, at the Weatherford High School Cafeteria. 2121 Bethel Road, Weatherford, TX 76087.
- The multiple-choice exam may cover the following: reading ability, mathematical reasoning, interpersonal skills, teamwork, commitment, honesty, integrity, emotional stability, thoroughness, attention to detail, commitment, and devotion, following instructions, EMS duties, performing station duties with others or independently, and overall job performance.
- Failure to show-up or late arrival will result in disqualification from the selection process.

- Those candidates who served in the United States Armed Forces and received an honorable discharge have the opportunity to receive an additional **5 points** on the written exam. To receive the points, the candidate must score at least a **70%** on the exam and must submit a copy of their **DD214** with their résumé.
- Those candidates who hold a TDSHS Paramedic Certification or a TDSHS Advanced EMT Certification have the opportunity to receive an additional **5 points** on the written exam. To receive the points, the candidate must score a **70%** on the exam and must submit a copy of their **TDSHS Certification** with their résumé.
- A passing grade does not guarantee continued consideration. Only top scorers will advance in the process.

## ROW TEST

Immediately following the written exam, top scoring candidates will participate in a rowing fitness test. The Weatherford Fire Department utilizes the Texas Department of Public Safety's Concept2 evaluation guidelines. Candidates participating in the row evaluation must row in at least the fifty-percentile based on their age, weight, and gender to move through the process.

Please review the links below for additional information and preparation assistance:

<https://www.dps.texas.gov/section/training-operations-tod/concept-2-rower-evaluation-and-rowing-workouts>

<https://www.dps.texas.gov/ETR/FitnessWellness/concept2RowerCalc.htm>

## PHYSICAL ABILITY TEST

*APPLICANTS WITH PHYSICAL OR MEDICAL CONDITIONS OF ANY NATURE SHOULD:*

1. *CONTACT THEIR PHYSICIAN PRIOR TO TAKING THE PHYSICAL ABILITY TEST TO DETERMINE IF IT IS ADVISABLE TO PARTICIPATE.*
2. *WITHDRAW FROM THE PROCESS IF THEY HAVE ANY CONDITION OR LIMITATION THAT PREVENTS THEM FROM SAFELY PARTICIPATING.*

*The City of Weatherford, the Weatherford Fire Department, its agents, and employees do not assume any responsibility for the effect this test may have on an applicant's health or medical condition. Further, the City of Weatherford, the Weatherford Fire Department, its agents, and employees accept no responsibility or liability for any injury an applicant might sustain during the test. This test should be considered strenuous physical activity and as such carries a risk of injury.*

- The Physical Ability Test date to be determined. The times and location will be disclosed to eligible candidates following the written exam.
- The physical ability test measures the capabilities of firefighting recruits along multiple job-specific areas.
- Top scoring candidates who successfully complete the physical ability test will be contacted for a panel interview.



## **PANEL INTERVIEW**

The interview panel consists of members from various ranks within the Weatherford Fire Department. Each candidate interviewed will be asked the same behavioral-based questions. Candidates should draw from recent work experiences and life experiences in their responses. Be yourself and be honest when communicating. The top scoring candidates from the panel interview will continue in the selection process to the background investigation.

## **BACKGROUND INVESTIGATION**

The Weatherford Fire Marshal's Office will conduct the background investigation. The Fire Marshal's Office will conduct reference, criminal history, and driving record checks. See **CRIMINAL HISTORY AND MOTOR VEHICLE REVIEW REQUIREMENTS** listed above for more information.

## **FINAL INTERVIEW AND CONDITIONAL OFFER**

This final interview will determine which candidate(s) will be extended a conditional offer of employment. To meet the conditions of an employment offer, candidates must pass a drug/alcohol screening, receive an overall performance rating of "good" in the Texas Health Hugely Hospital's firefighter medical assessment and complete a psychological evaluation/polygraph.

## **ORIENTATION AND INITIATION**

A probationary firefighter starts his/her career with the Weatherford Fire Department by completing an 80-hour orientation (8am-5pm, M-F). Upon successful completion, the probationary firefighter is assigned to shift work.

The initiation period will continue for the probationary firefighter's first year of employment with the Weatherford Fire Department. Throughout this initiation period the probationary firefighter will be evaluated through company officer observations, skills testing, and written exams.